



LICENSOR OF EUROPRIDE

**EUROPEAN  
PRIDE** ORGANISERS  
ASSOCIATION

# Annual Report 2024

and Financial Report for the year ending 31 December 2023

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The information contained herein was correct at 17 October 2024. The Annual Report is subject to ratification by the Annual General Meeting to be held 1-3 November 2024 in Porto, Portugal.

Registered as an international non-profit association (AISBL) in Belgium, number 836.217.697. Registered office Rainbow House, Rue du Marché au Charbon 42, 1000 Brussels, Belgium.

Bankers: Rheinhessen Sparkasse, Germany.

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# Welcome from our President

**Lenny Emson** (he/him)  
**President of the Board**

Running for the Presidency, I wanted to bring change to the organisation as I see it from the position I am, offering the Pride community in my speech in Cardiff the points of development I saw as critical.

My goal this year was to move the diversity topic within EPOA forward. One of the main objectives for me was to support members in the creation and development of the Diversity Working Group that would present the needs and experiences of the less visible and most marginalised groups within the organisation.

To strengthen EPOA's voice in the international Pride movement and to give members a chance to have their say in EPOA's international relations, the InterPride Working Group was created. The joint meeting in Madrid where EPOA and InterPride had a chance to sit down together and discuss the future relationships became one of the highlights of this year for me. After thorough considerations we agreed with InterPride on the content on our first formal agreement which I proudly signed in April.

Apart from InterPride, partner relationships with Fierté Canada Pride were one of the priorities for me as I see a lot of opportunities to exchange views and experiences with the Canadian Prides. I believe in the international collaboration that helps diversify the space.

The fundraising issue was discussed with the board on several occasions. I strongly believe the organisation needs more resources to develop as this process is impossible without capacity improvement and financial stability. To empower

marginalised minorities within the Pride family, to support beginner Prides, rural Prides, Prides in challenging contexts, and smaller Prides EPOA needs sustainable funds. With that, I took the liberty to apply for the appropriate funding and to support the Secretary of the board in developing the fundraising strategy.

Representing EPOA and speaking for the cause at the major Pride events and gatherings was an important mission I carried out with honor. The annual meeting of UKPON, Roma Pride, Madrid Summit, SF Pride Human Rights Summit, and of course EuroPride presented great platforms to speak for the various audiences.

EuroPride preparation both for 2024 and 2025 presented an opportunity for me together with the whole board to support the organisers' teams and make an input for the thriving EuroPride helping to address raising issues.

It was a challenging year in many senses but I'm grateful to the EPOA community for all the support and solidarity. I believe EPOA will move forward and welcome more Prides to the family embracing much needed change. I'm looking forward to seeing a greater future for EPOA.

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*Lenny resigned as President and board member on 1 October 2024 due to a change in his personal circumstances. He remains the main contact for our member, Pride in UA.*

*The board thanked Lenny for his service and appointed Patrick Orth, the EuroPride Coordinator, as interim President from 1 October 2024.*

# EuroPride & Conference

**Patrick Orth** (he/him)  
**EuroPride Coordinator**

In October 2023, I took on the role of EuroPride Coordinator, focusing primarily on working with Thessaloniki Pride for EuroPride 2024.

In January, Steve and I conducted an on-site visit, during which we developed and evaluated various components of EuroPride 2024 through a series of workshops. I maintained constant communication with the organizers in Thessaloniki until the event began.

Additionally, preparations for EuroPride 2025 in Lisbon have already begun. The complex situation involving two host organizations requires close supervision from our side.

As EuroPride has gained popularity among our members in recent years, there will likely be increasing interest in hosting a EuroPride. In the future, we will need to consider how many applications EPOA, its AGM, and its members can handle, and what models could be implemented, such as an admission committee or a virtual semi-final like the Eurovision Song Contest, to limit the number of presentations at AGMs.

Additionally, we need to address the impact of more frequent WorldPrides on EuroPride. The current informal agreement that no EuroPride takes place when a WorldPride occurs in Europe is not binding. WorldPride hosts are not obliged to pay the EuroPride license fee (although Madrid and Copenhagen did and Amsterdam will do so). We need to ensure that if the number of WorldPrides in Europe increases, EuroPride does not lose its impact and significance, including its financial importance for us.

**Goran Miletic** (he/him)  
**Conference Coordinator**

In October 2023, I took on the role of Conference Coordinator, focusing primarily on working with Variações for the AGM 2024.

I also worked on preparation of Board meetings in Lisbon and Barcelona, since our Board meeting in Turin was practically prepared before I took over my role in October. I am in constant communication with the organizers in Lisbon/Porto during preparatory phase for AGM 2024 and EuroPride 2025, while the Board meeting was organised in Lisbon in March 2024.

The situation is complex in relation to both events and several Board members are active in order to permanently observe the situation and support.

As EuroPride has gained popularity among our members in recent years, there will likely be increasing interest in hosting a EuroPride. However, it is not sure that interest in organising AGM and financial support for organising live Board meetings will increase as well. Immediate actions are needed in order to make AGM more popular within members and increase attendance during AGM.

## **Host a board meeting!**

We welcome invitations from members who would like to host a board meeting. These are usually from Friday lunchtime to Sunday lunchtime, and the board likes to include time to meet with the local Pride team and learn more about your work.

If you're interested in hosting, please send an email to [goran.miletic@europride.info](mailto:goran.miletic@europride.info).

# EuroPride 2024 Thessaloniki

When the year began with the Greek parliament legalizing same sex marriage, we knew 2024 was going to be historic for Greece and its LGBTI+ people. That momentous vote helped to focus attention on EuroPride in Thessaloniki in June, four years after the first attempt was cancelled because of the global pandemic.

Thessaloniki Pride seized the opportunity and delivered a magnificent EuroPride over eight days and in venues across the city. The Human Rights Conference took a thoughtful regional approach to LGBTI+ issues but also included important contributions from European leaders – several of whom joined in the standing ovation for [our President's speech](#).

Importantly many activists were supported to attend through a scholarships program and several – including from Türkiye – had never attended a free Pride before.

The city welcomed visitors from across the world, including many from North America

and there was a real buzz across the city throughout the week. We were delighted that 150 representatives of EPOA members attended and gave their support.

After the march and during the closing concert the EuroPride Quilt was handed over to the next hosts, ILGA Portugal and Variações for EuroPride 2025 in Lisbon, Portugal. As the first EuroPride in Greece handed over to the first EuroPride in Portugal, it's clear that even after 30 years, EuroPride continues to break new ground and inspire our community.

When Thessaloniki presented their bid at our AGM in 2017, they said that EuroPride should come to Greece, as “we invented homosexuality”. We think it was worth the wait: well done, Thessaloniki Pride!

*Missed it or want to relive it? Check out the hundreds of photos on the [EuroPride 2024 Thessaloniki Facebook page](#) or the [Thessaloniki Pride Facebook page](#).*



# Communications

**Steve Taylor** (he/him)  
**Communications & Media Coordinator**

It has been another busy and varied year covering our communications portfolio.

In the twelve months to September we responded to more than 40 media requests although media coverage of EPOA itself was lower this year. Key points of interest focused on the transphobic attack in Thessaloniki in February, and protests in many cities against Pride sponsors perceived to be linked to the Israeli government.

On social media we have active channels on Facebook, Instagram, LinkedIn and Threads; we stopped posting on X/Twitter in September 2023. In the year ending September 2024, we had 554,000 impressions across all channels, and 38,000 engagements. Our combined audience grew by 2.6% and is now at 36,370. We've continued to enjoy support from Sprout Social who provide a full-service version of their platform valued at €6.000 per year, for free.

Member communications continue to have an exceptionally high 'open' rate, with almost all emails we send being opened by more than three-quarters of recipients. There is high engagement in the closed Facebook group and WhatsApp channels for members, and we have organised online meetings throughout the year to support members in different areas.

We facilitated more than a dozen online meetings for members on various topics, including Thessaloniki EuroPride, and if and how EPOA should respond to geopolitical crises. It's been great to see very high engagement at these meetings.

Thessaloniki EuroPride was a huge success - as we hoped after seven years of planning! There were challenges in communications, especially in the timing of some of the information coming from Thessaloniki Pride, and lessons from this experience will help to inform how EPOA manages future EuroPride hosts. I have also expressed concern about the progress towards EuroPride 2025 in Lisbon for which external communications are roughly nine months behind schedule, with only seven months until the event. I very much hope that my successor can help the hosts to turn things around quickly.

There has been a lot of work in planning the AGM and working with the EuroPride 2027 bidding organisations, all of whom have been brilliant to work with. The quality of all four bids really shows their determination.

During the year I have supported five Prides with specific communications challenges, and also been a part of meetings with Meta, UN Human Rights, World Health Organization, ILGA and ILGA Europe, Council of Europe, and the European Parliament Intergroup. I also attended the Nordic Pride Conference in Stockholm, and the founding meeting of a new Pride network for Denmark.

After eight years, 86 trips, and 287,000 kilometres travelled - yes, I worked it out - my time on the EPOA board comes to an end at this AGM. I want to place on record my thanks to our members for their support during my time on the board, but also my thanks to you for being really inspirational human beings. It has truly been a privilege to be a part of this Association and I am excited to see its next stage of development.

# InterPride

In April, Madrid Pride kindly hosted a weekend summit between the Board of EPOA and InterPride. This was intended to 'reset' the relationship between our two organisations and provide a space for us to discuss the challenges and obstacles faced by our members and associations.

The outcome of the 'Madrid Summit' was a new Reciprocal Membership Agreement between us (this can be found on the [Legal Documents page](#) of our website). This is intended to be renewed annually, and covers:

- The goals of our organisations and aims for collaborative working
- The rationale for working together
- The facilitation of joint membership of EPOA and InterPride for our members
- How we will work together in good faith and spirit

Similar agreements are being signed by InterPride with other Pride networks including Fierté Canada Pride and the US Association of Prides. Once signed, this means that the European representatives

no longer sit on InterPride's Global Advisory Council (GAC) but instead EPOA appoints a representative to sit on the InterPride Board. As he was previously the GAC member, the board asked Uwe Hörner to continue as EPOA's representative until this year's EPOA AGM when an EPOA Representative can be elected.

As 37.5% of all EPOA's membership income is paid to InterPride, having a productive relationship between our two organisations is essential. EPOA hopes that the new agreement, coupled with the new representative on InterPride's board, will help to ensure that European voices and perspectives are heard and understood within InterPride, and that there are opportunities for EPOA to learn from diverse members across the world, for the benefit of all our community.

The InterPride Working Group, established after last year's AGM, has met several times and the chair is Kristine Garina (Riga Pride). In the future, we anticipate that the InterPride Working Group will be led by the EPOA Representative.



# Financial report

**Uwe Hörner** (he/him)  
**Treasurer**

The year 2023 was a diverse and challenging one for us. As listed in the 2022 report, we managed to collect over €100,000 in donations for our member organizations in Ukraine. Last year, only a portion of this amount was withdrawn due to the state of war in Ukraine. In 2023 this was different and we were able to pay out €50,000 (€20,400 in 2022).

At the same time, supporters' willingness to donate fell significantly, so that the total amount of donations has hardly changed since our appeal at the start of Russia's latest invasion in 2022.

At the AGM in Cardiff we were once again able to offer members the opportunity to take part in scholarships, which was very well received. The payment of donations and scholarships resulted in the largest item on our expenditure side amounting €62.222.76.

The board also met regularly again, and I wish to thank the member organisations who supported us and who were all wonderful hosts. In addition to the board meetings, the expenses included costs for increased site visits to the current and upcoming EuroPride organisers and for the AGM implementation, as well as the travel and registration costs of our president to take part in the InterPride AGM in the United States. The costs added up to €22.201,94.

On the income side we mainly have membership fees. In 2023 we recorded a record number of 120 members in good standing. For six of these members the Board approved a waiver.

The total amount of contributions amounted to €25.328,20. 25% of which went to the solidarity / scholarship fund and of the remainder 50% was paid to InterPride.

In 2023 we exceptionally had no credit from the EuroPride license, as our friends from Malta had already transferred the full amount in 2022 and Thessaloniki had paid for its license in 2019/2020. There were also no receipts from EuroPride applications, as there was no venue to choose for the AGM in Cardiff 2023 due to the WorldPride hosting Amsterdam in 2026. These incomes are therefore missing from our income side in 2023.

The high donation payments and the known lack of the EuroPride license led to a deficit of €65.272,86 in 2023. This was to be expected since we only manage the donations for members from Ukraine in trust. The current remaining amount in Ukraine funds (as of 1 August 2024) is: €32,095.11 and is separated into a savings account.

## Outlook

Assuming the usual income from the EuroPride license continues to flow as usual in the next few years, the members' contributions remain at the current level (or increase due to membership acquisition) and we implement savings measures for travel costs / site visits by the board, this is where we are in the future will continue to be at the level of previous years.

The financial report for the year ending 31 December 2023 is audited by Roberto Muzzetta (Milano Pride) and his report will be presented to the AGM in Porto for approval.



# Financial report continued

EPOA's financial year runs from January to December. The figures in this financial report therefore relate to the year ending 31 December 2023. All values are in €.

## Income

Membership	25.328,20	
Donations	13.086,03	
EuroPride bonus	655,50	
<b>Total income</b>	<b>39.069,73</b>	<b>39.069,73</b>

## Expenditure

Board meetings / AGM	22.201,94	
Corporate identity	907,60	
Membership fees	9262,50	
IT & hosting costs	5054,13	
EuroPride site visit	1502,14	
Legal fees / registrations	2246,43	
Scholarships / solidarity	62.222,77	
Insurance	279,73	
Misc. expenses	665,38	
<b>Total expenditure</b>	<b>104.342,62</b>	<b>(104.342,62)</b>

**Balance** (65.272,89)

## Year-end balances

	<u>31.12.2023</u>	<u>31.12.2022</u>	<u>31.12.2021</u>
Current account	4167,56	14.166,06	34.306,72
Savings account	49.000,00	100.000,00	35.000,00
PayPal account	2183,24	6457,63	1137,17
<b>Total</b>	<b>55.350,80</b>	<b>120.623,69</b>	<b>70.444,89</b>

## Board costs and expenses

The average expenses for each board member in 2023 was €3.172 (2022: €2.837) including all travel and hotel costs. Board members are required to travel by the cheapest suitable means and where EPOA is selecting hotels, we always choose modest accommodation that is suitable for our purposes.

# Secretary's report

**Lars Arnesen (he/him)**  
**Secretary**

We have taken steps to update our 2011 constitution to be in accordance with Belgian law. The constitutional changes will be presented at the AGM in Porto. These changes will permit us to deal more efficiently with Belgian authorities, banks, and other external institutions in the future.

However, we must also consider whether or not Belgium is the most effective and efficient 'home' for EPOA and over the next year the Board will consider other options. This report, therefore, is the notice required that the Annual General Meeting in 2025 may be asked to approve a change of seat for the Association.

We have also located potential new funding opportunities, such as funding programmes from the European Commission and EEA Grants. We have started a strategic

discussion in the board on what type of projects and activities we need funding for. These initiatives are ongoing and will continue to be followed up in 2025.

EPOA has limited operational capacity, which will be even more challenging with ever more members joining the organisation. This adds to the relevance of discussions on future funding opportunities.

We established the Diversity Working Group in December 2023, based on the request at last year's AGM in Cardiff. Isobel Stainsbury from Manchester Pride was elected chair on 12 February 2024.

I represented EPOA at the Nordic Pride Conference in Stockholm and was humbled to be present at the opening (pictured) of the new shelter in Kharkiv, Ukraine, by our member Sphere Women's Association / Kharkiv Pride. This was partly possible because of our fundraising efforts.



# Membership & Outreach

**Julia Maciocha** (she/her)  
**Membership & Outreach Coordinator**

As you can see from the next two incredible pages of this Annual Report, this year we broke a record on membership numbers – at the AGM deadline we had 127 full members and eight associate members! A very warm welcome to all our new members!

Membership fee waivers can be granted to Prides with very low financial resources. In the last year we granted around 15 waivers. We are pleased that the new agreement with InterPride includes their agreement to honour waivers that we grant. Previously we had to pay InterPride a fee for members to whom we granted a waiver.

The national Pride networks continue to grow across Europe, and this year Denmark was the latest country to formally establish a network. In Poland we held the biggest ever Polish Prides Alliance conference, a network that really developed after a meeting organized by EPOA in Warsaw at

the beginning of 2020, generously funded by many Prides across Europe. Our meeting in March is pictured below.

Sadly the Pride network that we helped to establish in Ireland also in 2020 has become inactive. We remain ready to support our members in Ireland if they think we can help to restart it.

We continue to use Wild Apricot as our key membership platform for applications, renewals, invoicing and newsletters. We adopted this platform at the same time as InterPride, enabling easy transfer of member data across to them.

Maintaining members' data continues to be a challenge, and I beg all members to **please** write to us when you have a change of key people or email addresses, so that the correct people receive our communications. We also ask you to review your membership fee level to make sure you are paying the correct amount.

Thank you for being amazing members!



# Members

This year has been yet another exceptional year for EPOA membership, and we have been delighted to welcome several new members.

The following list shows all members in good standing on 17 October 2024. Associate members are shown in italics.

- Accept LGBT Cyprus (CY)
- Aequum / Algarve Pride (PT)
- Alessandria Pride (IT)
- Arcigay Modena (IT)
- Arcigay Napoli (IT)
- Arcigay Reggio Emilia (IT)
- Arctic Pride (NO)
- Asti Pride (IT)
- Atlantic Pride (ES)
- Athens Pride (GR)
- Belgrade Pride (RS)
- Bergen Pride (NO)
- Bern Pride (CH)
- BiH Pride Sarajevo (BH)
- Bilbao Bizkaia Pride (ES-PV)
- Brno Pride (CZ)
- Budapest Pride (HU)
- Catania Pride (IT)
- Clare Pride (IE)
- Cologne Pride (DE)
- Copenhagen Pride (DK)
- Cork Pride (IE)
- *Crisis Group NC SOS* (RU in exile)
- CSD Berlin (DE)
- CSD Bielefeld (DE)
- *CSD Deutschland* (DE)
- CSD Dresden (DE)
- CSD Frankfurt (DE)
- CSD Hannover (DE)
- CSD Konstanz (DE)
- CSD Magdeburg (DE)
- CSD Muenchen (DE)
- CSD Neubrandenburg (DE)
- CSD Nürnberg (DE)
- CSD Olpe (DE)
- CSD Rhein-Neckar (CE)
- CSD Sachsen-Anhalt (DE)
- Doncaster Pride (UK)
- Dublin Pride Festival (IE)
- Dúhový Pride Bratislava (SV)
- Fundacja Wolontariat Równości (PL)
- Gibraltar Pride (GI)
- Gryfiński Strajk Kobiet (PL)
- Hamburg Pride (DE)
- Helsinki Pride Community (FI)
- Holbæk Pride (DK)
- Ibiza Pride (ES)
- Instytut Równości (PL)
- Kaliski Marsz Równości (PL)
- Kharkiv Pride (UA)
- Košice Pride (SK)
- Kraków Pride (PL)
- Kyiv Pride (UA)
- Lambda Polska (PL)
- Lambda Valencia (ES)
- Lancaster Pride (UK)
- LCR Pride Foundation (UK)
- LGL / Baltic Pride Vilnius (LT)
- Liguria Pride (IT)
- Limerick Pride (IE)
- Lisbon Bear Pride (PT)
- Luxembourg Pride (LU)
- Madrid Pride (ES)
- Malmö Pride (SE)
- Malta Pride / ARC (MT)
- Manchester Pride (UK)
- Marches des Fiertés Nîmes (FR)
- Marseille Pride (FR)
- Marsz Równości Jelenia Góra (PL)
- Merthyr Pride (UK)
- METU Pride (TR)
- Milano Pride (IT)
- Morecambe Pride (UK)
- Newbury Pride (UK)
- Norwich Pride (UK)
- Odesa Pride (UA)
- Ojen Orgulloso (ES)
- Oslo Pride (NO)
- Oulu Pride (FI)
- The Outing Festival (IE)
- Paris Pride / Inter-LGBT (FR)
- Pavia Pride (IT)
- Porto Pride (PT)

# Members (continued)

- Prague Pride (CZ)
- Pride Amsterdam (NL)
- Pride Barcelona (ES-CT)
- Pride Cymru (UK)
- Pride Edinburgh (UK)
- Pride in Hull (UK)
- Pride in Gloucestershire (UK)
- Pride in London (UK)
- Pride in the Port (UK)
- *Pride Netwerk Nederland* (NL)
- Pride Zentralschweiz (CH)
- Queerowy Maj (PL)
- *RAF Benson Pride* (UK)
- *Rainbowfriends Belgium* (BE)
- Rainbow House / Brussels Pride (BE)
- rede ex aequo (PT)
- Reykjavik Pride (IS)
- Riga Pride (LV)
- Roermond Pride / Ouch zo (NL)
- Roma Pride (IT)
- Roze Zaterdag (NL)
- Salento Pride (IT)
- Salford Pride (UK)
- *Sammenslutningen af Prides i Færøerne, Grønland og Danmark* (DK)
- Sardegna Pride (IT)
- Sofia Pride (BG)
- St. Gallen Pride (CH)
- Stichting Alkmaar (NL)
- Stockholm Pride (SE)
- Stockport Pride (UK)
- Swindon & Wiltshire Pride (UK)
- *Svenska Pride* (SE)
- Tbilisi Pride (GE)
- TęczArt (PL)
- Thessaloniki Pride (GR)
- Tolerado (PL)
- Torino Pride (IT)
- Torremolinos Pride / ACOGAT (ES)
- Trans Pride NI (UK)
- *UK Pride Organisers Network* (UK)
- Umbria Pride (IT)
- Varese Pride (IT)
- Variações (PT)
- Vienna Pride (AT)
- Viterbo Pride / Tuscia Pride (IT)
- Warsaw Pride (PL)
- Warwickshire Pride (UK)
- West Pride (SE)
- Witney Pride (UK)
- *Zero Flags Project* (US)
- Zürich Pride (CH)

## Membership levels

Membership fees – which have not changed since 2016 – are the main income for the Association and so it is important that members pay the correct fee.

We know that some Prides have really grown since they joined EPOA, but their membership level has not been updated. We ask all members to check which level they are at and, if they should be changed to a different level, to inform the Treasurer or the Membership & Outreach Coordinator.

We plan in early 2025 to actively review the membership levels to ensure our data is correct. This will be done before the 2025 membership invoices are issued in March.

### Member levels 2024

Under €50k	-	-	-	74
€50k - €75k	-	-	-	6
€75k - €100k	-	-	-	9
€100k - €200k	-	-	-	13
€200k - €400k	-	-	-	4
€400k - €999k	-	-	-	3
Over €1m	-	-	-	6

# The Board in 2023-2024

## Board composition

Since the Annual General Meeting in October 2023 the Board has been comprised as follows:

### President

Lenny Emson (he/him)  
Kyiv Pride, Ukraine\*  
*Resigned 1 October 2024*

### Secretary

Lars Arnesen (he/him)  
Oslo Pride, Norway

### Treasurer

Uwe Hörner (he/him)  
CSD Rhein-Neckar, Germany

### Communications Coordinator

Steve Taylor (he/him)  
Copenhagen Pride, Denmark

### Conference Coordinator

Goran Miletic (he/him)  
Belgrade Pride, Serbia

### EuroPride Coordinator

Patrick Orth (he/him)  
Hamburg Pride, Germany  
*And interim President from 1 October 2024*

### Human Rights Coordinator

Noah Leão (they/them)  
rede ex aequo, Portugal  
*Appointed 1 March 2024*

### Membership & Outreach Coordinator

Julia Maciocha (she/her)  
Parada Równości, Poland\*

\* The board member's affiliation changed during the year. This list shows their affiliation at the time of the AGM in 2023.

## Board meetings

The Board met twelve times between the Annual General Meeting in October 2023 and 30 September 2024.

Most meetings were online, with physical meetings held in Torino (IT), Lisbon (PT) and Barcelona (ES-CT). We are grateful to Coordinamento Torino Pride, ILGA Portugal and Variações, and Pride Barcelona for facilitating our in-person meetings. We also met in Madrid for the joint meeting with InterPride, and thank Madrid Pride for their wonderful hospitality.

## Acknowledgements

The Board wishes to thank the following organisations and individuals for their support during the year.

- Isobel Stainsbury for leading the Diversity Working Group
- Kristine Garina for leading the InterPride Working Group
- Roberto Muzzetti (Milano Pride) for auditing the financial report
- Camilla Engelby (Copenhagen Pride) for providing graphic design support
- Alessandro Tiberti for ongoing IT support
- RainbowHouse Brussels for ongoing support at our registered address
- Sprout Social for providing ongoing access to their social media management platform
- Microsoft for providing online office tools for EPOA



LICENSOR OF EUROPRIDE

**EUROPEAN  
PRIDE** ORGANISERS  
ASSOCIATION

See you at



**EURO  
PRIDE  
2025**  
LISBON

14-22 June 2025